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Nov. 27, 2001  
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## NEWS RELEASE

### UNIVERSITY OF DAYTON MODIFIES PROCESS, EXTENDS SEARCH FOR NEW PRESIDENT

DAYTON, Ohio — The University of Dayton will extend its search for a new president, expand the search committee and provide greater confidentiality to candidates.

Brother Raymond L. Fitz, S.M., president, made the announcement today in an e-mail message to faculty, staff and students.

"We're allowing for deeper consultation with the academic leadership on campus while ensuring the privacy that is essential for many candidates and is found in the presidential search process at many highly regarded institutions," he said. "Based on feedback from the campus community, the executive committee of the board of trustees, in consultation with the search committee, has decided to extend the search process."

The presidential search committee has encouraged Kathleen Owens, vice president for academic affairs at St. Francis University, and Nicholas Cafardi, dean of the School of Law at Duquesne University, to remain in contention for the presidency of Ohio's largest independent university and one of the nation's largest Catholic universities. No other candidates previously reviewed and not selected as finalists will be considered.

"Kathleen and Nick have outstanding credentials and are rising stars in Catholic higher education," said Richard Finan, chair of the search committee and president of the Ohio Senate. "However, the search committee took very seriously the academic senate's concerns and recommended to the executive committee of UD's board of trustees that the search be expanded and the process restructured to allow for deeper representation from the campus community."

Betty Youngkin, president of the academic senate, expressed faith in the new process. "Last week, the academic senate, elected representatives of faculty and students and academic deans, voiced its disappointment and deep concern about the search for the next president of UD. This week, members of the senate appreciate the timely response from the board of trustees to add members to the search committee and extend the presidential search," she said.

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"We are hopeful that the extended process will produce outstanding finalist candidates, and one who, with the faculty, will enrich our university's distinctive mission and help us collectively to realize our vision."

The nine-member search committee will be expanded to include one additional trustee, two deans and two additional senior-level faculty members. Provost Fred Pestello will consult with the executive committee of the academic senate to develop a list of faculty for service. Fitz and Pestello will submit four names to the executive committee of the board of trustees, which will appoint the faculty. The deans and trustees have already been appointed. Sam Gould, dean of the School of Business Administration, Paul Morman, dean of the College of Arts and Sciences, Daniel Sadlier, president and CEO of Fifth Third Bank of Western Ohio, and David Winch, vice president of sales, marketing and customer service for Minster Machine Co., will join the committee. One of the trustees replaces Jack Proud, who resigned because of other responsibilities.

"Members of the expanded search committee and the search consultant will hold forums with different campus groups to review the position description and discuss the qualifications of the next president," Fitz said. "After that consultation, the search committee will identify and interview potential candidates and recommend finalists."

The finalists will be interviewed by members of the corporation (officers of the board and the provincial council of the Society of Mary in the Cincinnati Province), other trustees, senior administrators and the executive committee of the academic senate, which includes two students. The top candidate will be introduced to the campus community before the final decision of the members of the corporation and board of trustees.

While public colleges and universities are often obliged by law to hold searches in which candidates cannot be certain of confidentiality, private universities can normally conduct far more confidential searches, according to Jean Dowdall, vice president of Education Practice at A.T. Kearney, a national search firm.

"If the process is not confidential, and the candidate's name is widely known, the risk is enormous — you can immediately become a lame duck, be viewed as disloyal for considering another institution, be viewed as a short-timer by those who don't like decisions you've made, or be mistrusted by major donors who think you'll be gone soon," she said. "In a non-confidential process, there will always be candidates who stay out of the search."

Fitz, who steps down as president on June 30, 2002, after a record 23-year stint, said the expanded presidential search process allows for confidentiality but offers the campus community an opportunity to meet the top contender before the new president is selected.

"We want to make every effort to be consistent with our culture and respectful of our candidates," he said.